



2022 OHIO SAFETY CONGRESS & EXPO • MARCH 9-10

Educational Sessions

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LIVE SESSIONS

Wednesday, March 9

8:30 to 9:45 a.m.

Opening Session (101A)

Presented by Stephanie McCloud, CEO/Administrator, Ohio Bureau of Workers' Compensation

10 to 11 a.m.

Cyber Awareness, Risks, and Disasters (102A)

Malicious cyber activity threatens the public's safety and our national and economic security. It can lead to the loss of money or the theft of personal, financial, and business information. These attacks can damage your safety and business integrity and put critical infrastructure at risk. Learn what makes your business vulnerable, how to mitigate these attempts, and combat the evolving cyber threat.

Participants will be able to 1. Explain the types of cyber risks; 2. Recognize cyber disasters; 3. Describe how to become more cyber aware.

Presented by Stanley Smith, associate professor of practice in disaster science and emergency services, The University of Akron

Ohio EPA's Regulations – What You Need to Know to Stay Out of Trouble (102C)

Ohio EPA recognizes that it can be a challenge to understand and keep up with all the environmental regulations that apply to your business. This presentation highlights Ohio EPA's major areas of compliance, resources for a complete understanding of the requirements, and proper management of common waste streams.

Participants will be able to 1. Explain Ohio EPA regulations; 2. Understand how they apply to your business; 3. Recognize what actions will need taken to be in compliance; 4. Know who to call for any future EPA questions.

Presented by Dan Sowry, assistant chief, Ohio EPA

Tips and Techniques to be a Better Safety Professional (102D)

This interactive session helps improve the effectiveness of new and experienced safety professionals. Experienced safety professionals present their top tips and techniques, what makes them effective, what they wished they knew early in their careers, and their advice for new safety professionals.

Participants will be able to 1. Explain how good personal and communication skills can improve the effectiveness of a safety professional; 2. Describe the importance of effective problem solving; 3. Recognize that not always knowing the answer can help your credibility.

Presented by Mark Hoffman, CSP, Rudolph Libbe Inc.

11:15 a.m. to 12:15 p.m.

Managers and Supervisors as EHS Leaders - Safety is Everyone's Job (103D)

In an organization with a strong safety culture everyone is responsible for safety, not just the person with the job title or given the list of responsibilities. Coaching and influencing the front line leaders, supervisors, and managers on safety can help you develop a strong safety culture in your organization. Dianne Grote Adams discusses how you can support managers and supervisors into becoming safety ambassadors to keep your employees safe and on the job.

Participants will be able to 1. Define OSHA's expectations of front line leaders; 2. Explain the role of the front-line leader in the safety culture; 3. Describe the front-line leader's influence.

Presented by Dianne Grote Adams, MS, CIH, CSP, CPEA, FAIHA, president, Safex Inc.

Reducing Accident Risk Through Effective Fleet Safety Controls (103A)

According to the U.S. Bureau of Labor Statistics, motor vehicle accidents are a leading cause of workplace injuries and fatalities. The National Highway Traffic Safety Administration released a press release in June 2021, estimating 38,680 people died in motor vehicle crashes in 2020 – the largest projected number of motor vehicle fatalities since 2007. This session provides an overview of effective fleet safety controls to help reduce the likelihood of a motor vehicle accident.

Participants will be able to 1. Describe the importance of developing effective fleet safety controls; 2. Recall effective components of fleet safety controls; 3. Explain how to deliver reasonable and effective guidance to assist carriers with controlling their outcomes.

Presented by Tim Brewster, ARM, assistant vice president, loss control and recovery, National Interstate Insurance Co.

Violation of Specific Safety Requirements (103C)

The Ohio Revised Code (ORC) states it is the responsibility of every employer in Ohio to provide a safe workplace and adhere to all safety rules (ORC 4101.12). Likewise, it is the responsibility of every Ohio worker to properly use any provided safety equipment (ORC 4101.13). An injured worker with a BWC claim may be eligible to receive an additional award of compensation if the injury occurred as a result of the employer's violation of a specific safety requirement (VSSR). This session is an overview of VSSR, how to file a VSSR claim, and how a VSSR claim is investigated.

Participants will be able to 1. Describe a VSSR; 2. Explain how to prepare for a VSSR investigation; 3. Discuss how to investigate an incident.

Presented by Julia Riley, SVIU supervisor, Ohio Bureau of Workers' Compensation

1 to 2 p.m.

Additive Manufacturing - Recognizing and Controlling Potential Hazards (104C)

Additive manufacturing, also known as 3D printing, is a transformative approach to industrial production that enables the creation of lighter, stronger parts and systems. This presentation discusses two common types of additive manufacturing and describes how to identify and control exposures to known and potential hazards associated with working with these technologies.

Participants will be able to 1. Describe two types of additive manufacturing; 2. Recognize potential exposures to known and suspected occupational hazards associated with additive manufacturing technologies based on examples of NIOSH field studies and resulting data and written products; 3. List the types of control measures used to mitigate occupational hazards.

Presented by Kevin Dunn, MS, CIH, advanced materials and manufacturing field studies team leader, CDC/NIOSH

Building a Sound Business with Safety Culture (104A)

This session is designed to provide the employer with a brief on safety culture, how to identify its components, and how to affect a positive change for a more efficient, financially sound business. The presenter helps the audience achieve success by explaining the components and practices surrounding a strong safety culture.

Participants will be able to 1. Describe the key elements of safety culture for employer success; 2. Summarize the benefits, components and practices of a strong safety culture; 3. List techniques to enhance a positive safety culture environment.

Presented by James Boretti, CSP, president/CEO, Boretti Inc.

Maximizing Employee Engagement (104D)

Retaining your best employees is key to ensuring consistent business results. Strong employee engagement can positively impact customer satisfaction, product sales, co-workers, effective succession planning, and building organizational knowledge and learning.

Participants will be able to 1. Define employee engagement and explain why it's important; 2. Describe why employees leave and why they stay; 3. List 10 ways to motivate and retain great employees; 4. Summarize how to build a winning retention strategy.

Presented by Bob Bethel, SPHR, vice president of HR and learning services, The Employers' Association

The Cognitive Fit of Exoskeletons (104B)

Exoskeletons are becoming more prevalent in industrial jobs because of their potential to reduce the physical demands on the worker. However, much remains unknown about this rapidly evolving technology. The "cognitive fit" of an exoskeleton is one aspect that has received increased attention from researchers. Exoskeletons may require more mental resources than originally anticipated. This has widespread implications for selecting the type of exoskeleton and the task in which it will be used, as well as appropriate training for the worker who uses the exoskeleton.

Participants will be able to 1. Define "cognitive fit" and how it applies to exoskeletons; 2. Describe the cognitive demands of exoskeletons; 3. Recognize the consequences of poor cognitive fit.

Presented by Delia Treaster, Ph.D., CPE, ergonomic technical advisor, Ohio Bureau of Workers' Compensation

2:15 to 3:30 p.m.

Driving Safety Forward with Kindness (105D)

Bryan McWhorter discusses the emotional side of safety. People do not care about what you know until they know how much you care. We are emotional beings and when people push us, we tend to push back. The best safety motto ever written is the creed from

the three musketeers: "All for one and one for all." Leaders must look at the team and see the individuals. As safety professionals, we need to equip others with knowledge and skills that drive safety. Bryan teaches the levels of safety which create strong work relationships and drive engagement: emotional, professional, and physical safety. He also touches on performance based safety. He goes beyond management and into safety leadership. Leadership is a choice you make and not a position you hold. Safety professionals must equip others to become safety champions and motivate them to drive safety.

Participants will be able to 1. Distinguish the difference between managing others and leading others; 2. Recognize the importance of seeing what we interpret; 3. Describe a structured approach to building teams by focusing on the individuals within the team.

Presented by Bryan McWhorter, safety advisor, Safeopedia

The Pending Labor Shortage of 2010 is Here. Now What? (105A)

In 2004, Herman, Olivo and Gioia warned us in their book, "Impending Crisis - Too Many Jobs Too Few People," that we would face a 10 million person shortfall in our workforce in 2010. Their timing ended up being off by about a decade, but their warning, while a few years off, was spot on. This session briefly explores how we got here, but the main focus is on leadership strategies that employers can use to minimize the impact of the current crisis.

Participants will be able to 1. Identify four major causes of the current labor force shortage; 2. Summarize the true cost of employee turnover; 3. Describe your organization's performance as to the "sweet spot" of highly effective organizational practices.

Presented by Thomas Mobley, SPHR, assistant professor/owner, University of Cincinnati/Mobley HR Consulting

Unmanned Aerial System Applications for Industrial Settings (105B)

3D modeling, ortho-corrected mapping, site survey, and measurement from images are all possible with unmanned aerial systems (UAS), commonly known as drones. In this session, the presenter discusses applications where UAS are faster, cheaper, safer, and better than human resources. He'll dive into the process, deliverables, federal regulation, and how to best start up a drone program. This session is video and image-driven, with several case studies to demonstrate current uses.

Participants will be able to 1. Describe all aspects of UAS (drone) use in industrial business and industrial applications; 2. Summarize the core of federal regulation of UAS operations within the U.S; 3. Explain the costs beyond the aircraft asset, and understand the ecosystem of UAS operations in total.

Presented by Douglas Spotted Eagle, ISSP 5, UAS 107, FAA examiner (part 105), CompTIA DRAC advisor, director of safety and education, Sundance Media Group

When PERRP Knocks on Your Door (105C)

If you are a state agency, county, city, village, township, state university, school district, or fire department, you will want to attend this session. It will help you prepare and know what to expect when Ohio Public Employment Risk Reduction Program (PERRP) compliance officers show up at your door. The panelists provide a brief overview of PERRP, expectations during the opening conference, walk-through, investigation, closing conference, citations, and abatement process. In addition, panelists provide common violations during their investigations. A panel of compliance officers will be on hand to answer your questions at the conclusion of the presentation.

Participants will be able to 1. Identify inspection priorities and the services PERRP provides; 2. List OSHA and PERRP standards and how they to apply to public employers; 3. Describe what occurs when PERRP shows up for an enforcement visit and what to expect to provide; 4. Define what your rights are if citations are issued in an enforcement inspection/investigation.

Presented by Renée Peck, director, Kim Mitchem, senior compliance safety & health officer, Ryan Towns, senior compliance safety & health officer, George Wenner, compliance safety & health officer, Roy Williams, compliance safety & health officer, and Chase Dickson, compliance safety & health officer, Ohio Bureau of Workers' Compensation

Thursday, March 10

8:30 to 9:45 a.m.

General session (201A)

10 to 11 a.m.

Safety and OSHA Requirements for Powered Industrial Trucks (202C)

There remains a number of issues related to fork lift truck operation and employee training. The purpose of this presentation is to cover the OSHA requirements under 29 CFR 1910.178 - powered industrial trucks. This presentation focuses primarily on general industry but will reference maritime and construction related fork lift truck issues as well.

Participants will be able to 1. Discuss and explain the requirements under OSHA for fork lift truck operation; 2. Identify issues that employers and operators need to be aware of; 3. Explain training requirements for operation of fork lift trucks.

Presented by Richard Fairfax, CIH retired, principle consultant for NSC-ORC, NSC-ORCHSE

Sourcing Diversity: Disabling Myths and Discovering Talent (202D)

Do individuals with disabilities have more work place accidents? Are they more likely to be sick or miss work due to disability related illnesses? This presentation addresses these and other myths that negatively influence employer perceptions of job seekers with disabilities. Attendees will gain a better understanding of who is included in the disability population, the advantages of diversifying your workforce, and the best ways to source employees.

Participants will be able to 1. Describe the disability population and their importance to the U.S. workforce; 2. Explain the myths and facts concerning employees with disabilities and work place safety; 3. Discuss current trends and how individuals with disabilities can help increase the bottom line.

Presented by Joshua Welhener, transition coordinator, and Jeffrey Diamond, training coordinator, Greene County Board of Developmental Disabilities

The Lifecycle of a Claim (202B)

Employers with a transitional work plan actively participate in the recovery and return to work of their employees. Injured employees can resume their work functions with minimal time off, and employers are better prepared to place an injured employee in a job or given work tasks consistent with any medical or physical restrictions. Join this session to learn how to obtain a customized transitional work program without an out of pocket expense through BWC's Transitional Work Grant Program.

Participants will be able to 1. Identify the parties to a claim and their roles; 2. Explain the different functions of BWC versus the managed care organization; 3. Describe the claims process from filing to outcome management.

Presented by Colleen DeSiato, OWCG, OIMP, claims service specialist, Tina Elliott, PT, director of return to work services, and Jeff Daggett, special agent, Ohio Bureau of Workers' Compensation

Work Fatigue and Burnout: Why Exhaustion in the Workplace is Different (202A)

Work fatigue has always been a serious issue, but today more people experience this problem and we are seeing a variety of strains of work fatigue. From Zoom fatigue to empathy fatigue, and remote work fatigue to social isolation fatigue, it's all taking a toll. Increasing demand with decreasing resources, skills gaps, and constant rapid change are making it increasingly difficult for many people to manage their work. It's a significant factor in the perfect storm that is The Great Resignation. Come learn about work fatigue cause and effect, what we can do about it, and talk to friends and colleagues about their experiences with and solutions for work fatigue.

Participants will be able to 1. Summarize the cause and effects of work fatigue; 2. Identify experiences with work fatigue; 3. List resources to help mitigate work fatigue for you and your colleagues.

Presented by Emil Kresl, director of learning and development, The University of Texas at Austin

11:15 a.m. to 12:15 p.m.

A Broader Approach to a Drug-Free Workplace - A Panel Discussion on BWC Program Connectivity (203B)

For a culturally competent employer, maintaining a drug-free workplace is more than simply providing a safety program. It represents the competency in making a cultural shift to recognize opportunities to holistically improve workers' overall health. This discussion provides an opportunity to attend a unique moderated session of three program directors from the Ohio Bureau of Workers' Compensation representing the Drug-Free Safety Program (DFSP), Better You Better Ohio! (BYBO), and the Substance Use Recovery and Workplace Safety Program (SURWSP) as the panelists discuss how total health vision provides for a safer workforce.

Participants will be able to 1. Explain how participation in various DFSP levels can benefit your organization; 2. Identify the correlation between wellness and a drug-free workforce; 3. Recognize how the economic benefits of the SUPWSP program promotes DFSP participation.

Presented by Todd Colquitt, director of Substance Use Recovery & Workplace Safety Program, Mark Clendenin, regional business development manager, Crystal Norris, program manager, and Ana' Bell, Ph.D., certified health and wellness coach, state health and wellness program director, Ohio Bureau of Workers' Compensation

Manufacturing and Society Demand Both Safety and Productivity (203A)

The safest manufacturers in the world are also the most productive. We'll share the research to that fact and how top performers do that and what they all have in common. What drove them to demand and attain this success that defies the traditional thinking that in order to be safe we have to slow down and sacrifice productivity? Business measures just about everything today, so how do we put numbers on the very broad concept of manufacturing safety that takes into account safety culture, policies/procedure, and technology/techniques?

Participants will be able to 1. Explain why there is such a discrepancy in manufacturing safety performance from company to company or plant to plant, despite the existence of common laws and regulations that apply equally to them all; 2. Discuss recent developments that drive companies to now strive for excellence after decades of apathy; 3. Identify the common attributes of the top performers and how to assess and baseline your facility against them; 3. Provide justification for machine safety investments with a tool that captures the benefits in safety and productivity in a report that puts the gains into real fiscal return on investment (ROI).

Presented by Mark Eitzman, TUV Rhenland function safety technical and TUV Rheinland cybersecurity specialist, safety applications and project management, Integrated Mill Systems

Preventing Heat Illness (203C)

While heat illness is largely preventable, and commonly under-reported, thousands of workers are sickened each year by workplace heat exposure. To emphasize its concern and take necessary action, the Occupational Safety & Health Administration (OSHA) implemented an enforcement initiative on heat-related hazards, developed a National Emphasis Program on heat inspections, and launched a rulemaking process to develop a workplace heat standard. This initiative applies to indoor and outdoor worksites in general industry, construction, agriculture and maritime where potential heat-related hazards exist. In this session, the presenter discusses the dangers of working in the heat in outdoor and indoor environments and OSHA's heat enforcement initiative.

Participants will be able to 1. Identify the hazards of working in the heat; 2. Explain ways to protect workers and areas to consider when developing a heat illness prevention plan; 3. Summarize OSHA's heat initiative including rulemaking, enforcement, and the national emphasis program.

Presented by Melissa Linton, compliance assistance specialist, OSHA

Title I of the Americans with Disabilities Act: COVID-19 Best Practices (203D)

Reasonable accommodations are changes in the workplace that enable applicants and employees with disabilities to participate in the hiring process, perform jobs, and access work environments. Each applicant and employee are unique, and each employer and workplace are unique too, which is why reasonable accommodations are considered on a case-by-case basis to determine the effective solution. Learn about best practices for providing reasonable accommodations in the workplace unique to COVID-19. Opportunities for Ohioans with Disabilities will host this important session that addresses specific questions employers have in the new work environment created by COVID-19.

Participants will be able to 1. Recall how to locate pandemic guidance from the Equal Employment Opportunity Commission; 2. Recognize employers' responsibilities under the ADA reasonable accommodation process; 3. Identify criteria to assess direct threat at work related to COVID-19.

Presented by Dustin Schwab, career development specialist, and Julie Zeigler Wood, occupational therapist, ADA coordinator, worksite accessibility specialist, Opportunities for Ohioans with Disabilities

1 to 2 p.m.

Are You Ready to Lead Safety Differently? (204A)

"Safety Differently" is one of several emerging philosophical approaches that diverge from common practices where occupational safety and health professionals focus on compliance by playing the role of safety cop or safety officer. Other variations include Safety I/II, human and organizational performance, and psychological safety. The common theme is flipping the script – empowering and engaging workers by seeing them not as problems to be solved but as solutions to be harnessed, and creating a work environment that fosters innovation, increased capacity, and deep resilience. These principles are critical for optimum functioning as a leader in your organization and the impact you may have in that role. During this session, we'll challenge your current philosophies about how to lead, and uncover myths and misconceptions you may be unconsciously holding onto that hinder the success of your leadership efforts. Then we'll align the concepts of these emerging methods to inclusive leadership approaches and discuss how to leverage them in your leadership efforts. Get ready to do some introspective work to discover if your leadership style may unconsciously be hindering your success. After this session you will be able to say yes when asked, "Are you ready to lead safety differently?"

Participants will be able to 1. Explain how recent professional practices built on the concepts of Safety Differently can improve leadership skill sets and outcomes; 2. Recall a series of introspective questions to help individuals recognize their leadership style and areas that may hinder their success; 3. Summarize how to improve their leadership style and build relationships based on collaboration, trust, and inclusivity.

Presented by Pamela Walaski, CSP, senior program director, Specialty Technical Consultants Inc.

Master the Art of Conflict - for Safety's Sake! (204D)

Conflict is the spark that lights the fire of innovation. However, the flames and smoldering embers of conflict may ignite reactions that quickly get out of control and erode the trust essential to build collaborative relationships. In this interactive session Karen Valencic blends concepts from physics and the martial arts to demonstrate five keys to master the art of conflict. Attendees will leave with actionable tools they can use immediately.

Participants will be able to 1. Define the difference between destructive and innovative conflict; 2. Explain how to shift destructive conflict to innovative solutions; 3. Identify how to stay calm and increase perspective in intense situations.

Presented by Karen Valencic, best selling author, BSME, content creator, founder and president, Spiral Impact

Protecting Temporary Workers (204C)

Both host employers and staffing agencies have roles in complying with workplace health and safety requirements and they share responsibility for ensuring worker safety and health. Each employer should consider the hazards it is in a position to prevent and correct, and in a position to comply with OSHA standards. This session clarifies the host employer health and safety responsibilities when employing temporary workers.

Participants will be able to 1. Describe health and safety responsibilities for host employers and staffing agencies; 2. Identify for host employers responsibilities for training temporary workers; 3. Recognize that temporary agencies and host employers both be cited for health and safety deficiencies.

Presented by Todd Jensen, Toledo area director, Occupational Safety & Health Administration

Who are the Players? The First 30 Days of a Claim (204B)

This panel discussion focuses on claims and injury management within the first 30 days of the injury date. BWC and managed care organization staff discuss the roles of BWC, MCOs and providers in the claims/injury management process; what should happen after a claim occurs; and sets the stage for a successful resolution. Relevant Ohio statutes, rules, policies, and forms (i.e. MEDCO-14, and C-9 treatment requests) will be covered. Participants will receive takeaway materials to implement the tactics presented.

Participants will be able to 1. Identify parties responsible for claims/injury management and their distinct roles; 2. Describe the interplay of relevant statutes, rules, policies and forms impacting effective management of a new injury; 3. Define how all parties interact to facilitate a safe and early return to work; 4. Recognize the contact points for assistance in managing needs from a workplace accident.

Presented by Freddie Johnson, JD, MPA, chief medical services and compliance officer, Debi Kroninger, chief of medical operations, Kathleen Davenport, CPM, business consultant, Janeece Keyes-Shanklin, certified change practitioner, injury management supervisor, Ohio Bureau of Workers' Compensation, and Lori Finnerty, RN, BSN, CRRN, vice president of quality assurance, Sedgwick MCO

2:15 to 3:30 p.m.

Bringing Out the Best in People (205D)

Managing employee performance can be the single most difficult thing to do without a clear understanding of behavior. Successful leaders have learned to apply continuous improvement to their leadership practices for maximum benefit to their organizations. This timely session tackles the science of behavior to optimize performance and culture in organizations. The presenter features examples and illustrations applied to workplace safety as well as other business and personal objectives.

Participants will be able to 1. Explain how to tap into the discretionary effort of those in your influence; 2. Describe why others do what they do through a systematic analysis of behavior; 3. Identify one or two adjustments in your daily routine that will increase your impact.

Presented by David Uhl, senior vice president, Aubrey Daniels International

Controlling Workers' Compensation Costs (205B)

The presenters will cover various ways that an employer can reduce claims losses either by BWC programs, or by safety preventions and safety services. They will also go over the comprises and employers experience modifier rate, and different parties that an employer can use that can help with reducing lossess.

Participants will be able to 1. Summarize BWC programs available to Ohio employers; 2. Identify and use BWC safety services and other strategies to help control costs; 3. Explain how to identify claims that can take advantage of BWC claims cost reducing strategies

Presented by Gayle Luker, industrial safety consultant specialist, John Wilton, regional business consultant, and Mary Betts, CHSP, industrial safety consultant specialist, Ohio Bureau of Workers' Compensation

Crisis Mitigation and Communication (205A)

Crises that threaten to damage an organization's ability to do business or threaten its reputation happen through the course of everyday operations. You must be prepared. This session will help you identify and mitigate crises, workplace safety or otherwise. It

will also cover the role of the media, and internal/external stakeholders in extending or mitigating a crisis.

Participants will be able to 1. Identify the drivers of crisis risk; 2. Describe how to mount a robust response; 3. Explain how to educate colleagues on the importance of preparation and communication.

Presented by Joshua Culling, executive vice president, Dezenhall Resources Ltd

Recent Research on Injury Causes and Prevention (205C)

The audience will learn about recent research regarding occupational injury causes and prevention from the Workers' Compensation Research Institute (WCRI), the National Institute of Occupational Safety and Health (NIOSH), and BWC's Research Grant Program. This is relevant because it will demonstrate new or updated understanding of the causes of worker injuries in various occupations and the equipment or methods that are being examined to improve worker safety by preventing injuries. It is assumed that the audience will have interest/experience in workplace safety.

Participants will be able to 1. Identify recent occupational injury research at WCRI, NIOSH, and BWC; 2. Identify significant injury causes in multiple occupations and industry sectors; 3. Identify injury prevention methods that have been examined or suggested to improve worker safety.

Presented by Steven Naber, Ph.D., analytics manager, Ohio Bureau of Workers' Compensation, Steve Wurzelbacher, Ph.D., CPE, ARM, manager, Center for Workers' Compensation Studies, National Institute for Occupational Safety and Health, and John Ruser, Ph.D., president and CEO, Workers Compensation Research Institute

ON-DEMAND SESSIONS

You can view these on-demand sessions at your convenience March 9 through March 30.

A Diverse Perspective on the Power of Mentorship and Sponsorship (OD36)

In this session, panelists explain with real life examples, the power of quality mentorship in influencing company culture, retention, team effectiveness, and individual performance. They highlight the perspective of minorities and women in the conversation, as their experiences are often different and important to understand. The legal and risk professions remain male dominated and are in need of diverse teams to achieve greater success. This discussion explores common misconceptions, how to confront typical barriers to building successful teams and forming mutually beneficial mentoring and sponsor relationships, and provide a toolkit to implement based on real-world experience.

Participants will be able to 1. Explain the business case for building a diverse team and ensuring important voices and perspectives are at the table; 2. Recognize team disfunctions and the tools to course correct; 3. Define an organization's or team's mission and vision and align the way they work for stronger outcomes.

Presented by Juan Jose Perez, founding partner, Sarah Perez, firm managing partner, Beth Weeden, lead attorney, Mony B.P. Yin, attorney, and Celia Schnupp, attorney, Perez & Morris LLC

Aerial Forensic Data Collection – Then and Now (OD41)

This session compares how examiners collected forensic data in the 2001 World Trade Center terrorist attack and the 2017 Las Vegas Harvest Festival shooting. The presenter discusses the cost of both scenarios and how advanced technology creates detailed maps for forensic reconstruction and crime scene documentation.

Participants will be able to 1. Describe the use of unmanned aerial systems in industrial settings; 2. Recall the regulation of operating unmanned aerial systems in the U.S; 3. Explain the costs beyond the aircraft asset, and recall the ecosystem of UAS operations in total.

Presented by Douglas Spotted Eagle, ISSP 5, UAS 107, FAA examiner (part 105), CompTIA DRAC advisor, director safety and education, Sundance Media Group

Benefits of BWC's Policy Activity Rebate Program (OD33)

BWC developed the Policy Activity Rebate (PAR) Program to raise employers' awareness and increase understanding of important aspects of workers' compensation, including safety, claims, and policy management. The customizable cafeteria style of the PAR Program allows employers to customize a plan that works for their business, based on their needs and at their convenience. PAR is geared toward employers who don't currently meet other program eligibility. Its activities can possibly be completed in under a day with the right resources. The presenter discusses employer eligibility for the 50% premium rebate (up to \$2000), how BWC calculates the premium rebate, important dates for program participants, and the simplicity of completing and tracking program activities.

Participants will be able to 1. Describe PAR Program elements; 2. Understand the simplicity and ease of completing the program; 3. Identify the importance of selecting activities to improve their workers' compensation and risk management strategies.

Presented by Scott St. Clair, regional business consultant, Ohio Bureau of Workers' Compensation

Better You, Better Ohio! Advancing the Health of Ohio's Workforce (OD40)

The backbone of a successful business is its workers, and the backbone of Ohio is its workforce. In this session you will learn about Better You, Better Ohio!™ – a free health and wellness program offered by the Ohio Bureau of Workers' Compensation. Better You, Better Ohio!™ provides health and wellness resources and services to workers who work for small employers (250 or fewer workers) in high-risk industries.

Participants will be able to 1. Summarize the basic components of Better You, Better Ohio! 2. Identify eligibility (participation) requirements for Better You, Better Ohio! 3. Recall how to obtain program information and materials from program staff.

Presented by Ana' Bell, Ph.D., certified health and wellness coach, state health and wellness program director, and Melony Bryant, minority and small business advocate, Ohio Bureau of Workers' Compensation

Effective Use of Your Managed Care Organization (OD39)

Managed care organizations (MCO) manage the medical portion of a workers' compensation claim to ensure injured workers receive the quality medical care they deserve. The session highlights the Ohio statutes, rules and policies which establish and govern MCOs' activities. It also covers selected MCO contract performance requirements and expectations. Given the critical role MCOs have in resolving results of workplace injuries, a better understanding of how to use MCO services will improve communication and greatly benefit employers and injured workers.

Participants will be able to 1. Explain the difference in roles between the Ohio Bureau of Workers' Compensation and MCOs, including the complaint reporting processes; 2. Identify the relevant statutes, rules, policies, and contract terms governing MCOs' activities; 3. Define and better utilize MCO medical management and return to work services.

Presented by Freddie Johnson, JD, MPA, chief medical services and compliance officer, Ohio Bureau of Workers' Compensation

Hazards of Trenching and Excavation Safety (OD34)

Session attendees will learn who may be affected by Trenching and Excavation regulations, what hazards exist surrounding trench entry, and what countermeasures should be taken by anyone entering a trench.

Participants will be able to 1. Identify if work tasks fall under OSHA's trenching and excavation standard; 2. Explain the potential cost and consequences of unsafe trench entry practices; 3. Describe the conditions that lead to trench cave in's, injuries, and fatalities; 4. List the basic elements of employee protection when working in trenches.

Presented by David Arn, industrial safety consultant specialist, and Mona Weiss, safety consultant, Ohio Bureau of Workers' Compensation

Human Trafficking: Awareness Initiative 2022 (OD30)

Human trafficking is the business of stealing freedom for profit. In some cases, traffickers trick, defraud or physically force victims into providing commercial sex. In others, victims are lied to, assaulted, threatened, or manipulated into working under inhumane, illegal or otherwise unacceptable conditions. It is a multi-billion dollar criminal industry that denies freedom to 24.9 million people around the world. In this session, we discuss how all areas of society are impacted. Learn to recognize and prevent human trafficking and take away resources from this awareness session.

Participants will be able to 1. Define human trafficking and its effect on families, friends, businesses, and employees; 2. Describe the real-life experience of a human trafficking survivor; 3. Explain techniques to recognize and prevent trafficking; 4. Describe how to respond to human trafficking suspicions.

Presented by Michelle Hannan, MSW, LISW-S, divisional director of social services/anti-human trafficking director, The Salvation Army; Mary Kate Waggoner, MSW, LSW, director, Summit County Human Trafficking Task Force (SCHTTF) / RAHAB Ministries; and Theresa Flores, LSW, MA, founder/president, The SOAP Project / Traffickfree

It Seemed Like a Good Idea at the Time: Evaluating Decision Making During Incident Analysis (OD37)

Cognitive studies show that people make tens of thousands of decisions every single day - so obviously we can't expect them all to be winners. Luckily, most of these less-than-ideal decisions have little impact on a person's future. But sometimes a single decision can make the difference between going home at the end of a shift safely or not at all. Accidents are commonly at least partially due to flawed decision making. Therefore, understanding a human's normal cognitive limitations and how these lead to the use of biases and mental short-cuts to make decisions can help you both better evaluate worker decisions during investigations and ensure that your processes, procedures, and programs are helping workers make better, more-informed choices instead of setting them up to make disastrous ones.

Participants will be able to 1. Explain how people make decisions and how cognitive limitations, mental heuristics, and biases impact the decision making process; 2. Describe why people make mistakes that may not always be obvious and to uncover these factors during investigation; 3. Recognize ways in which your organization's systems, processes, and programs may impact worker decision making and the outcomes of these decisions.

Presented by Jennifer Serne, professor, Central Washington University

#OhioAgSafety (OD35)

One in seven Ohioans are employed at an agricultural workplace and many more work on family farms. These are some of the most dangerous professions in the U.S., with a high rate of fatalities and serious injuries. Ohioans manufacture equipment, fertilizers, and pesticides, raise crops and animals, and process grain, livestock, and poultry in what amounts to be the largest industry in the state. The presenters discuss safety and health at agricultural operations and agribusinesses. Keeping this workforce safe and healthy is vital to keeping Ohio strong.

Participants will be able to 1. Explain responsibilities of employers and employees to promote a safe and healthy workplace; 2. Recognize and evaluate hazards present in the workplace; 3. Describe control measures and methods to avoid health risks and serious and fatal accidents.

Presented by David Arn, industrial safety consultant specialist, and Laura Mattimoe, CSP, MSOH, safety and health consultant, OSHA On-Site Consultation

Technologies of Boston Dynamics and FLYMOTION - SPOT Robotics Applications (OD32)

Spot is an agile mobile robot that allows you to automate routine inspection tasks and data capture safely, accurately, and frequently. The presenter describes Spots capabilities and use cases in various settings, with particular emphasis on Spot's autonomous operational capabilities to conduct inspections in potentially hazardous environments.

Participants will be able to 1. List Spot use cases in industrial environments; 2. Recognize the safety benefits Spot can provide in potentially dangerous environments; 3. Define the value of using an unmanned system rather than having a person or person(s) in a industrial environment.

Presented by Jeromy Hyatt, technical lead, FLYMOTION

Unlocking the Potential of the Veteran and Military Spouse Workforce (OD42)

There are many reasons businesses should consider hiring a veteran or military spouse. In this session, you will learn the business case for focusing on military-connected employees. The presenter explains trends in veteran and military spouse employment and best practices for sustaining military hiring programs through the employee lifecycle. The presenter also discusses employment-related challenges and barriers for military community members.

Participants will be able to 1. Identify the employment assets, challenges, and employment needs of the military community; 2. Describe current employment trends in the military community; 3. Discuss the business case for hiring from the military community; 4. Explain best practices across the employee lifecycle, applying human resource strategies to military-connected employees.

Presented by Anita Reinhart, Ph.D., HR manager, Phoenix Technologies

What Employers Don't Know About BWC (OD38)

This session discusses various BWC programs/forms that employers may not be aware of and don't take advantage of these options. It can help employers avoid some pitfalls and costs that can impact employers premiums and exposures.

Participants will be able to 1. Summarize how BWC can help reduce employer costs; 2. Explain how employers can avoid pitfalls in their workers' compensation programs; 3. Describe how employers can take advantage of BWC's cost-saving programs.

Presented by John Wilton, regional business consultant, Ohio Bureau of Workers' Compensation